

***II HEMISPHERIC WORK SHOP ON  
OCCUPATONAL HEALTH  
AND SAFETY SAN SALVADOR, EL  
SALVADOR***

**PRESENTATION PAPER (GRENADA)**

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## **SUBJECT**

- ☐ Occupational Health and Safety and HIV/ AIDS at the workplace.**
- ☐ A Caribbean prospective**

## **BACKGROUND**

- ❑ The Inter-Sessional meeting of CARICOM Labour Ministers held in Guyana in April 1998, endorsed a report presented by the the Inter-American**
- ❑ Development Bank (IDB) on Labour Market Indicators in the Caribbean Region.**

# MAIN REPORT FINDINGS

- ☐ That global competition and the erosion of trade preferences are diminishing job security.
- ☐ Un-employment rates are comparatively high in the Region.
- ☐ High incidence of un-employment among youth, female and the forty plus.
- ☐ The quality of employment has deteriorated ( reduction in real wages, increased casualization of employment and expanded employment in the informal sector).
- ☐ High significant levels of under-employment prevail in several countries.

# MAIN REPORT FINDINGS

- ☐ Despite continued un-employment, there are shortage of workers with high technical and managerial skill with good work ethics.
- ☐ Labour productivity growth has been low/negative.
- ☐ There is no effective system to make use of skills distribution that already exist in each country.
- ☐ Significant migration of skilled workers abroad has reduced the available poof of skilled workers.
- ☐ In-effective National/Regional Labour Market Information Systems.
- ☐ Incidence of HIV/AIDS at the work-place.

# **IMPACT OF GLOBAL ECONOMIC COMPETITION**

**In addition, the growth in global competition has increased the risk of occupational hazards at the enterprise level while the chronic diseases of HIV/AIDS impact negatively on high productivity levels and sustained economic growth.**

**Against this background, it is evident that enhanced productivity, innovation, good management, a highly skilled motivated, flexible and healthy work force are objectively necessary so as to improve international competitiveness and for the very survival of Caribbean economies.**

# **LABOUR INSPECTION**

**In this context, Labour Inspection constitute a major component in ensuring that safe employment and environmental conditions are provided and that proper records of accidents or occupational diseases that may have occurred on the employer's premises or in the course of employment are kept**

# **LABOUR INSPECTION**

**As a Consequence, it is objectively necessary to Focus on three major priority Areas:**

- 1. The Development of Appropriate Management Systems on Occupational Safety/Health, HIV and AIDS**
- 2. Information Systems on occupational Accidents, Diseases and HIV/AIDS**
- 3. Strategy to tackle the deadly diseases of HIV/AIDS at the work-place**

# **ROLE OR TRIPARTISM**

**The Nature and Magnitude of the problems, However, require not only the**

**Co-Ordinated efforts by the Ministry of Health, Education and Labour but a Commitment by all Social Partners- Government, employers and Trade unions.**

# **MAJOR STUMBLING BLOCS**

- ☐ The Problems and Challenges Affecting the Organisamal Administrative work of HIV/AIDS at the Work-Place include.**
- ☐ Lack of Trust    Non recognition of the Negative Impact of HIV/AIDS at the Work-Force.**
- ☐ Lack of Commitment.**
- ☐ Poor Interpersonal Relationships.**
- ☐ Conflicting Goals and Interests.**

# **MAJOR STUMBLING BLOCS**

- ❑ Building trust, High levels of product ratty, sustained economic and Social Growth are all necessary prerequisites for Dealing with the problems of HIV/AIDS at the Work-Place.**

**THANKS!!!**